

## Code of Conduct

### Palmer Lab – Binghamton

I strive to create a work culture built around teamwork, kindness, and curiosity. The research environment of the Palmer lab is a place of belonging for all, and I expect all members of the group to help to create an inclusive and welcoming work environment. We embrace diversity, equitable opportunity, and inclusion of all people, regardless of race, nationality, sexual orientation, gender, beliefs, ethnicity, and abilities.

### Code of Conduct

1. **Respect & Dignity** - Be kind and respectful to one another. Everyone deserves the right to be respected and valued.
2. **Communication** - Be open to discussion, self-reflection, and criticism. Give others the opportunity to speak, be heard, and learn.
3. **Language** – Be mindful of the potential impact of the words and tone that you use. Avoid language that makes assumptions about other's identity or experiences.
4. **Learning** – Commit to continuous learning, both scientifically and personally.
5. **Accountability** – Hold yourself and others accountable for creating an inclusive, equitable, and enjoyable work environment. Accept responsibility for mistakes and take action to correct them.
6. **Support** – Strive to be empathetic and offer your support to others.
7. **Achievement** - Set goals and strive to achieve them.

All members of the group are encouraged to discuss any concerns openly and honestly with each other, in a calm and respectful manner. If conflicts do arise, take a few minutes to reflect before acting.

If you are uncomfortable with something that happened or that you witnessed and are unsure what to do, please discuss with Jake as soon as you are able. **There is a zero-tolerance policy for discrimination, harassment, or any form of bullying**, all of which will result in dismissal from the group. Any individuals whose actions or behaviors are counter to the principles of the code of conduct will be reprimanded, with the opportunity for apology and corrective actions, or will be dismissed from the group.

It is natural to have inherent biases that may result in unintentional behaviors, words, or microaggressions. We must all strive to learn from each other and help one another grow personally and professionally.

The code of conduct here is fluid and subject to change. I welcome any feedback on the principles laid out.

-Jake